

INSIDE

New Chief Judge

Librarian of Congress Carla Hayden announced her selection last week of Judge David P. Shaw as the new chief copyright royalty judge.

PAGE 3

Share Your Views

The 2022 Supplemental OPM Federal Employee Viewpoint Survey launched on Wednesday.

PAGE 4



Visitor Experience

The new visitor experience plan aims to share the art and architecture of one of Washington's most grand buildings while continuing to serve researchers.

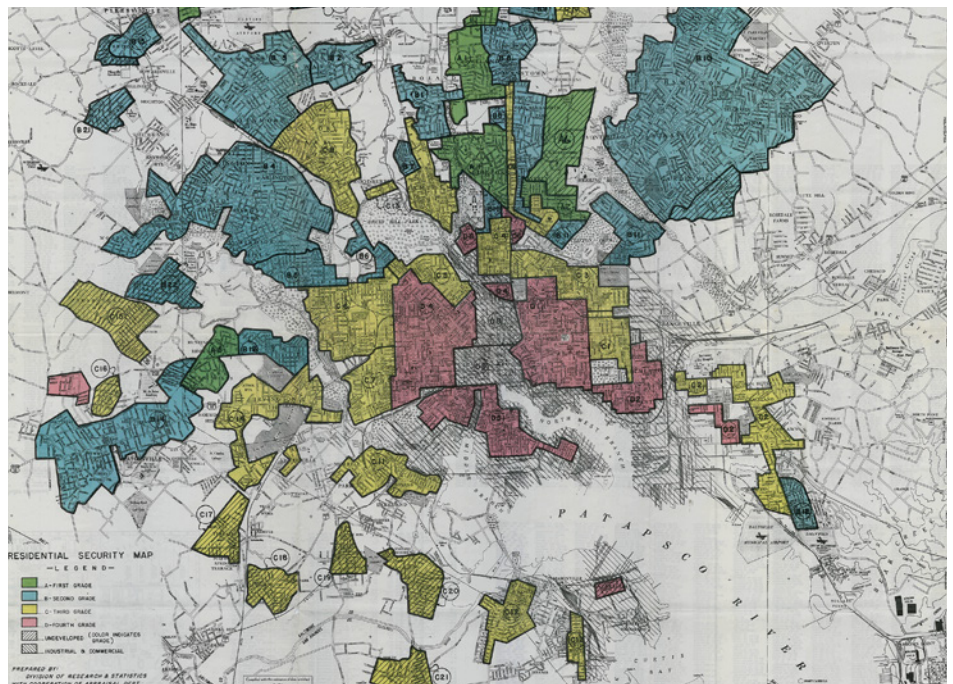
PAGE 5



On Tap

Live music, an outdoor film screening, lectures and more at the Library of Congress in the coming week.

PAGE 6



A 1930s street map of the Baltimore area color-coded to rank neighborhoods for the purpose of extending (or not) home loans.

Geography and Map Division

Mapping Racial and Economic Disparity

A junior fellows project used modern mapping tools to uncover patterns.

BY WENDI A. MALONEY

Ida B. Wells was 30 years old in 1892, living in Memphis and working as a newspaper editor, when a mob lynched one of her friends. Distraught, the pioneering journalist set out to document the stories of lynching victims to disprove a commonly asserted justification – that the murders were a response to rape. Wells' friend was killed after a dispute over a marbles game.

She is renowned for her fiery writing and precise reporting: She won a posthumous Pulitzer Prize in 2020 for destroying the

myth about rape and lynching and for her reporting generally on racist violence, now recognized as trailblazing. She is not known, however, for her contributions to demographics.

Yet, she compiled extensive place-based statistics on lynching deaths, mostly from newspaper reports. This summer, two junior fellows in the Geography and Map Division (G&M) mined her figures using geospatial tools and combined them in a Story-Map with historical cartography, 20th-century redlining maps and

MAPPING, CONTINUED ON 7

NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Amy McAllister at amcallister@loc.gov.

Lynette Brown
Rodney Evans

Cherkea Howery

REMINDER: MANDATORY ANNUAL LIBRARY TRAINING

All Library staff are required to complete three important courses each year: IT Security Awareness, Records Management and Emergency Preparedness. Here are descriptions of the courses, links and deadlines. Note that individual service units may have their own deadlines for completion.

- **IT Security Awareness Training.** This course is for employees, contractors and volunteers with access to Library computers or other IT systems. It ensures Library IT users understand IT security procedures and can apply them in their everyday work. Deadline to complete: Sept. 9. Find a link to the course [here](#).
- **Records Management Training.** This course is for all Library staff members, contractors, interns and volunteers who handle Library records. It ensures they understand their records responsibilities and how to file, maintain and dispose of records properly. Deadline to complete: Sept. 9. Find a link to the course [here](#).
- **Emergency Preparedness Training.** This course provides Library employees, volunteers and interns with detailed information about how to safely respond to emergencies in the workplace. Deadline to complete: Nov. 18. Find a link to the course [here](#).

Questions about mandatory training? Submit them to [AskHCD](#) using the drop-down menus Training/Development and Required Training.

LIBRARY NIGHT AT NATIONALS PARK

Aug. 30, 7 p.m.

Librarian of Congress Carla Hayden will throw the first pitch at Library of Congress Night at Nationals Park, home to the Washington Nationals. The Library has reserved two sections of discounted seats for staff. Purchase discounted tickets to the Aug. 30 game through this [link](#).

Questions? Contact signatureprograms@loc.gov.



LEARNING AND DEVELOPMENT

Discover new learning opportunities at the Library

CHECK OUT THE LOC LEARN HOME PAGE TO ACCESS:

- The Month's Featured Topic: Leading without Authority
- Recommended reading for summer 2022
- Your training transcript

Access the page [here](#).



Questions about LOC Learn?
Contact the Talent Learning and Development Division at cltd@loc.gov.

GAZETTE

LIBRARY OF CONGRESS

loc.gov/staff/gazette

APRIL SLAYTON
Executive Editor

MARK HARTSELL
Publications Editor

WENDI A. MALONEY
Writer-Editor

CONTRIBUTING EDITORS
Elaina Finkelstein, calendar
Kia Campbell, Moving On
Amy McAllister, donated leave

PROOFREADER
George Thuronyi

DESIGN AND PRODUCTION
Ashley Jones

MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

Library of Congress Gazette

Washington, DC 20540-1620

Editorial: Mark Hartsell, 7-9194, mhartsell@loc.gov, or Wendi Maloney, 7-0979, wmal@loc.gov

Design and production: Ashley Jones, 7-9193, gaze@loc.gov
ISSN 1049-8184

Printed by the Printing Management Section

GAZETTE DEADLINES

The deadline for editorial copy for the Aug. 12 Gazette is Wednesday, Aug. 3.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

New Chief Copyright Royalty Judge Named

Librarian of Congress Carla Hayden announced her selection last week of Judge David P. Shaw as the new chief copyright royalty judge and head of the Copyright Royalty Board. Shaw is replacing Chief Judge Suzanne Barnett, who returned from retirement last fall to serve as interim chief copyright royalty judge.

"It gives me great pleasure to announce the appointment of Judge Shaw and to welcome him to the Library of Congress," Hayden said. "We look forward to the keen intelligence, work ethic, professionalism and collegiality that he brings to this position. His wide expertise in many areas of the law, combined with his particular interest in intellectual property and copyright, will serve this institution well. I also thank outgoing Chief Judge Suzanne Barnett for her willingness to temporarily join us again in the role of chief copyright royalty judge."

Copyright royalty judges oversee the copyright law's statutory licenses, which permit qualified parties to use multiple copyrighted works without obtaining separate licenses from each copyright owner. The judges determine and adjust royalty rates and terms applicable to the statutory copyright licenses; oversee distribution of royalties deposited with the Copyright Office by certain licensees; and adjudicate controversies relating to the distributions.

The judges are appointed by the Librarian of Congress to serve staggered six-year terms and are eligible to be reappointed for a subsequent six-year term. The other judges now serving are David Strickler and Steve Ruwe.

Shaw was previously an administrative law judge at the International Trade Commission. He served in that role for more than 10 years and presided over more than 100 investigations, including evidentiary hearings involving fact testimony and expert witnesses.



Shawn Miller

David P. Shaw

These investigations involved complex matters and high financial stakes, often dealing with technological and intellectual property issues and determinations of fair and reasonable licensing fees.

Before that, Shaw conducted

hearings and rendered decisions as an administrative law judge for the Social Security Administration, and he spent 23 years as an attorney-adviser at the International Trade Commission.

Early in his career, Shaw worked in the General Counsel's Office at NPR, where he gathered and analyzed legal and economic information used in music licensing negotiations.

Shaw holds a J.D. from American University's Washington College of Law and a B.A. in sociology from George Mason University. He is a member of the Bar of the District of Columbia.

For more details, visit the [web-site](#) of the Copyright Royalty Judges program. ■

FROM THE ARCHIVES: DISABILITY PRIDE MONTH



Shawn Miller

Rosalie Connor, a Dewey classifier, worked throughout her Library career to make the institution more inclusive for deaf and hard of hearing people, including by helping to implement the 1990 Americans with Disabilities Act (ADA), ensuring the availability of interpreters and installation of visible fire alarms. Connor's desk papers are part of the [LC Archives collection](#) in the Manuscript Division.

Here, Roberta Cordano (center), president of Gallaudet University, views manuscript collections in July 2017 during Disability Pride Month, which commemorates passage of the ADA.

Let Your Voice Be Heard: Participate in FEVS

The survey measures employee satisfaction and areas in need of improvement.

BY AMY GALLICK

The Human Capital Directorate (HCD) partnered with the Office of Personnel Management (OPM) to launch the 2022 Supplemental OPM Federal Employee Viewpoint Survey (FEVS) on Wednesday. The Library participated in FEVS most recently in [2018](#), achieving a 60% response rate. Library leaders hope to increase participation this year.

FEVS is a tool that federal agencies use to measure employees' perceptions of their workplaces, service units and leaders. Library staff members can help the Library identify areas of success and those needing improvement through FEVS.

Kate Zwaard, associate librarian for Discovery and Preservation Services (DPS), said she reviewed and analyzed FEVS data for DPS when she started in her position and was heartened to learn that more than 78% of service unit staff members indicated their work gives them a sense of personal accomplishment.

"This is a great starting point to build on, but we also recognize there are areas where we can improve staff experience," she said. "I encourage everyone to participate in FEVS. We are paying attention to what you have to say."

FEVS is a confidential tool. Every Library employee who has been employed for at least 90 days should have received a personalized link from USA Survey (usasurvey@opm.gov) on July 27. OPM does not release individual employees' data or tie answers to demographic information. No one in the Library can see which employees take the survey or how they respond to each question.

Staff members will be granted up to 30 minutes of work time to complete the survey. Once results are received, HCD's Talent Management and Policy Division will collaborate with service units to conduct analyses and prioritize action plans to address areas of concern.

After reviewing the 2018 FEVS results, a number of managers and senior leaders instituted changes. Robin Dale, deputy librarian for library collections and services, said, "As a result of previous FEVS, the Library Collections and Services Group (LCSG) has embarked on a variety of changes to address staff feedback. We increased communication and direct opportunities to ask questions via LCSG fireside chats and town halls."

In addition, LCSG increased training funding and detail opportunities for individual staff members and instituted group training in certain areas, including best practices for navigating a hybrid work environment. Within the National Library Service for the Blind and Print Disabled, leaders addressed software accessibility issues and reported facility concerns.

"We've worked to foster creativity and innovation in divisions and directorates by having staff participate in brainstorming sessions, workflow development, on-site scheduling and new initiatives," Dale said. "We've also re-evaluated jobs to create career

ladders out of previously separate position descriptions."

Law Librarian of Congress Aslihan Bulut said the Law Library learned through FEVS that its employees felt disengaged from management.

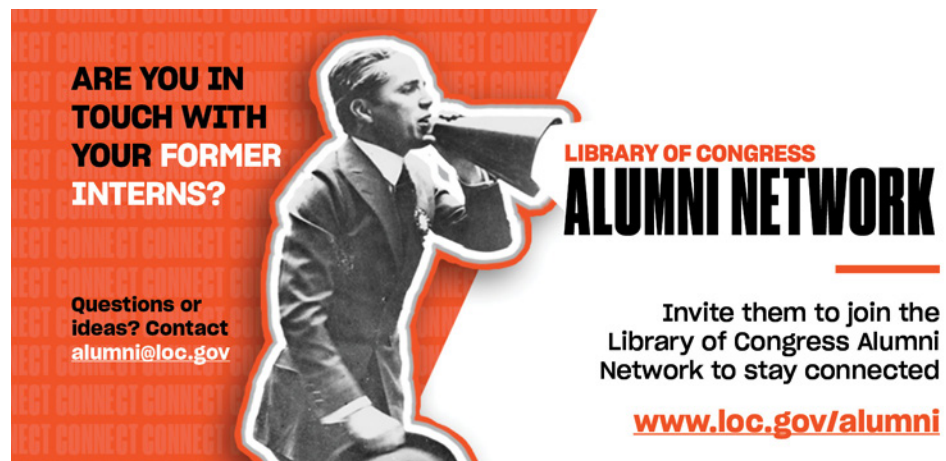
"Not a small thing, right? HCD assisted us with hosting independent sessions with small groups of employees to get to the bottom of this issue," she said. "As a result of these sessions, HCD created a set of recommendations for the Law Library's management team."

Employee participation is key to enabling accurate representation and reliable analysis, according to Joe Cappello, chief human capital officer. "This year, the Library will be ranked among the Best Places to Work in the Federal Government," he said. "I am eager for each of you to participate in FEVS so that our place on the list reflects your level of engagement and satisfaction."

Visit the [FEVS page](#) of the HCD website for more details. Questions? Go to [AskHCD](#) and select the drop-down menus Employee Engagement and Federal Employee Viewpoint Survey.

Staff members who need accommodation to access FEVS should submit a request to ADA@loc.gov or (202) 707-6362.

HCD's Employee Engagement Section contributed to this article. ■

A graphic for the Library of Congress Alumni Network. It features a black and white photograph of a man in a suit shouting into a megaphone, set against a red background with a repeating pattern of the words "EST CONNECT". The text "ARE YOU IN TOUCH WITH YOUR FORMER INTERNS?" is in white. Below it, in smaller white text, is "Questions or ideas? Contact alumni@loc.gov". To the right, the text "LIBRARY OF CONGRESS ALUMNI NETWORK" is in large, bold, black letters. At the bottom right, it says "Invite them to join the Library of Congress Alumni Network to stay connected" and provides the website www.loc.gov/alumni in red.

ARE YOU IN TOUCH WITH YOUR FORMER INTERNS?

Questions or ideas? Contact alumni@loc.gov

LIBRARY OF CONGRESS ALUMNI NETWORK

Invite them to join the Library of Congress Alumni Network to stay connected

www.loc.gov/alumni

A New Vision for an Inspiring Location

BY APRIL SLAYTON

The first time I stepped onto the floor of the Library's Main Reading Room and looked up at the soaring, picturesque dome, I was overcome with a sense of wonder and gratitude for the opportunity to experience the inspiration that this iconic American space provides.

Because the Main Reading Room continues to serve as a working space for researchers, I had a chance to experience this majestic dome that many of the 2 million yearly visitors to the Jefferson Building cannot have ... yet.

One of the many features in the Library's comprehensive Visitor Experience Master Plan will offer every visitor the opportunity to gaze up at that dome.

The Library will accomplish this, while also preserving the quiet character and intended function of the Main Reading Room, by installing an oculus – a circular glass window that will allow all visitors to see the dome from a new orientation center below the Main Reading Room. It's where visitors will begin their Library journey.

For the researchers in the Main Reading Room, the experience will change very little. Librarians will be available to assist them. Staff will still deliver and distribute books and other materials for use there. Access to digital resources will continue. The circular desk at the center of the room will remain.

Only the cabinet enclosing a central staircase and book elevator at the center of the room, which has been modified and updated several times since the Library opened in 1897, will be removed to make way for the oculus. In most areas of the room, the oculus will be invisible, since it will be inside the perimeter of the circular desk.

Meanwhile, the new orientation center will occupy the space previously used as the control room. The historical functions of the control room, where books arrived



A rendering of the new orientation center shows the oculus in the ceiling at the center of the room.

for delivery to the Main Reading Room via a book elevator (which replaced an original dumbwaiter), have evolved many times since 1897.

Today, the delivery of materials no longer requires a central control room. Repurposing that space will provide visitors with an educational and inspiring orientation to the Library's vast resources, as well as a stunning view of the reading room's dome.

These are just a few of the exciting elements of the Library's Visitor Experience Master Plan, which also includes a new treasures gallery and a learning center that will enable families, teens and school groups to engage with Library collections through innovative interactive experiences.

All of these new experiences are possible thanks to generous support from Congress and private-sector donors. David Rubenstein, the chairman of the Library's James Madison Council, has pledged \$10 million to support the project, and other private-sector

donors will also do so. Congress has expressed enthusiastic support and has appropriated \$40 million to fund the Visitor Experience Master Plan, which includes the oculus and all of the other transformational elements mentioned above.

The planning, design and construction of a project of this scope is significant. If current efforts remain on track, we look forward to welcoming our first visitors in the reconfigured space in 2023, when the treasures gallery opens.

The Library seeks to democratize access. We want to share the art and architecture of one of Washington's most grand and beautiful rooms with the many, not the few. This is a public treasure funded by the American people, and more people should experience the wonder of their national library. The Visitor Experience Master Plan represents a visionary pathway to achieve that goal.

April Slayton is director of communications. This column is excerpted from a July 18 blog post. ■

OBITUARY



William Hamilton

William Stokes Hamilton of Fort Washington, Maryland, died on Feb. 27 at his home. He was 79. During a career that concluded with his retirement in 2002, he played a part in developing automated cataloging at the Library.

Hamilton was born in Washington, D.C. The son of a Navy warrant officer, he joined the Navy himself after high school. His years aboard ship were some of his fondest memories, and his shipmates became lifelong friends. Upon discharge from the military, Hamilton continued his education, receiving a bachelor's degree in economics from the University of Maryland.

He spent a great deal of his life involved with the Boy Scouts, starting as a Webelo. He later earned the rank of Eagle Scout and continued to work with the organization's National Capital Area

Council for many years as an adult leader and adviser.

Hamilton began working at the Library as a teenage intern and eventually served as a senior analyst and programmer on several of the Library's pioneering automated cataloging development projects headed by Henriette Avram, most notably the MUMS (Multiple Use MARC System) geography and maps cataloging application.

Hamilton married in 1970, and he and his wife, Mary, spent much of their retired lives going on cruises and traveling. He loved once again being aboard ship, although the accommodations were a significant upgrade from his Navy years below deck.

After having the privilege of becoming the first residents of the Battersea on the Bay neighborhood of Fort Washington in 1988, he and Mary considered themselves truly fortunate to be able to add so many to their list of friends. Hamilton took on the position of president of the homeowners' association for several years and enjoyed the opportunity to help build the community.

Hamilton is survived by Mary; his sister-in-law, Barbara Noakes; his niece, Debbie Jellico; his nephew, Scott Noakes, and Scott's wife, Lorrie Noakes; and his cousin, Wilma Hamilton. ■

CALENDAR

02 TUESDAY

Webinar: "Local Business History Using Dun's Reference Book" will highlight how researchers can use digitized volumes of the publication to explore local business history and trace family businesses for genealogy research. 1 p.m., [online](#). Contact: eter@loc.gov.

Webinar: "An Overview of Treaty Research" will take a deep dive into the Law Library's collections and other legal research subjects, exploring topics including treaty research. 1 p.m., [online](#). Contact: kgoles@loc.gov.

03 WEDNESDAY

Concert: This Homegrown concert will feature Janusz Prusinowski Kompania playing rural music of Polish villages on traditional instruments. Noon, [online](#). Contact: taus@loc.gov.

Lecture: A panel including Manuscript Division historian Julie Miller will discuss widows and power in 18th century Virginia. 4 p.m., LJ 119 and [online](#). Contact: abreiner@loc.gov.

Webinar: Digital conversion specialist Henry Carter will discuss using Chronicling America for genealogical research. 6 p.m., [online](#). Contact: lkea@loc.gov.

04 THURSDAY

Live at the Library: The Jefferson Building and its exhibitions will be open for extended hours with happy hour drinks and food available. 5 to 8:30 p.m., Great Hall. [Tickets required](#). Contact: 7-8000.

Concert: Sudden M Pac will perform funk, R&B and soul classics. 7 p.m., Jefferson Building southeast lawn. Contact: 7-8000.

Film: Outdoor screening of "Wall-E" (2008). 8 p.m., Jefferson Building southeast lawn. Contact: 7-8000.

Request ADA accommodations for events five business days in advance at 7-6362 or ADA@loc.gov. See www.loc.gov/events

OCIO Office of the
Chief Information Officer
LIBRARY OF CONGRESS

VISIT OCIO ON THE INTRANET

For the Latest

- IT User Guides
- OCIO Byte Newsletter
- Technology FAQs

MAPPING, CONTINUED FROM 1

census data to offer snapshots of racial injustice and barriers to economic growth in America.

“Often, maps reflect our history in deep and profound ways, allowing us to grasp what they have to communicate immediately, as if we are looking into a mirror and seeing ourselves,” John Hessler of G&M said. He directed the junior fellows project.

The initiative was inspired by a discussion Hessler had last year with Rep. Jim Himes of Connecticut, chair of the House Select Committee on Economic Disparity and Fairness in Growth. For a committee report, Himes asked Hessler how the Library’s GIS (geographic information system) data visualization capabilities might make the committee’s findings come alive for readers.

Himes also wanted to bring to light “some of the missing history of how we got to where we are today and how inequality developed, especially in the post-Civil War period,” Hessler said.

Himes’ inquiry led Hessler to search through historical maps he knew were relevant and to discover additional sources. “As I started looking into it, I started coming up with more and more,” Hessler said.

The civil rights leader W.E.B. Du Bois is perhaps the most well-known Black intellectual and activist to use cartography to bring attention to racial disparities, Hessler said. Du Bois also mapped African American land ownership and wealth in the late 19th century.

The Library has had Wells’ and Du Bois’ work for many years, but the resources are not heavily used. Likewise for related but more ephemeral maps in the collections, including those published in *The Crisis*, an early magazine of the NAACP. Both Wells and Du Bois were founders of the organization.

“Much of this material is completely unknown,” Hessler said.

He concluded it warranted a deep

dive, and he organized a junior fellows project as an initial step. The result is “The Mapping of Race in America: Visualizing the Legacy of Slavery and Redlining, 1860 to the Present,” a StoryMap by junior fellows Catherine Discenza and Anika Fenn Gilman.

It pulls together Wells’ lynching statistics, Du Bois’ maps and much more – the project expanded as the fellows discovered new resources and information.

Some historical maps appear as they were published, but Discenza and Gilman also used GIS to create their own visualizations from data. All the data in the StoryMap is downloadable, and links take researchers to sources used.

About 75% of the content originates from Library collections – population and census data from the nation’s earliest years, images from digitized statistical atlases, county-by-county maps of the enslaved population.

Also included are redlining maps from the 1930s to ’60s from the University of Virginia’s Richmond Center. Redlining maps “are something that came up right away” in discussions with Himes and his committee, Hessler said.

Unlike Wells’ data tracking racial injustice and Du Bois’ maps visualizing African Americans’ economic contributions, redlining maps served an entirely different purpose.

Banks used them to deny loans to homeowners and would-be homeowners in neighborhoods deemed undesirable, leading to neighborhood decline. Red shading marked these neighborhoods, home mostly to people of color, hence the maps’ name.

Hessler said combining redlining maps with the other data from the project highlights important questions: “What does the history of mapping of race look like in the United States? Who was doing it? Who was using it? What were they using it for?”

The redlining maps in the StoryMap focus on three cities: Baltimore;

Tampa, Florida; and New Orleans. Baltimore served as an initial case study. Hessler and the fellows combined redlining data from the city with more recent spatial data related to indicators such as modern median income, health insurance coverage and housing occupancy.

“The correlations between redlining and economic development and growth were very clear in Baltimore,” Hessler said.

Next, he invited Discenza and Gilman to select a city each. A rising senior at the University of Florida, Discenza majors in medical geography and minors in health disparities. Originally from Tampa, she chose that city.

Gilman is a rising senior at Tulane University double majoring in mathematics and international relations, and she has a certificate in GIS. She selected New Orleans, home to Tulane.

Both found inspiration in the project. “I’m really happy to be getting this specific experience. It’s the sort of thing that I’m genuinely interested in pursuing,” Discenza said.

“Seeing how what I’m interested in can play out in a public arena definitely gives me a lot of ideas about how I can use the skills I’m developing now,” said Gilman, who plans a career in geopolitical analysis.

Hessler said the effort to map racial and economic disparities continues – the final section of the StoryMap is titled “Just a Beginning.” Already, however, the project points to how other complex issues might be examined, too. One need only look at its treatment of Wells’ data to understand the power of the approach, he said.

“Where were the thousands of people who were lynched? Who were they?” he asked. “GIS and a StoryMap application can bring this data back and show that these were real people, not just old lifeless statistics.”

View the StoryMap [here](#). ■